

Expect.

Employ

Empower.



**Alabama
State Rehabilitation Council
2018 Annual Report**

*Vocational Rehabilitation Service
Alabama Department of Rehabilitation Services*





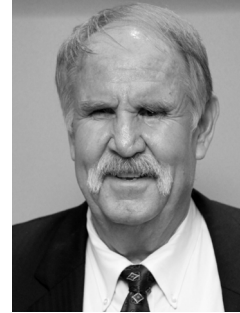
TABLE OF CONTENTS

Messages from SRC chairperson and ADRS commissioner	3
A unique partnership	4
Mission.....	4
Membership composition	5
Functions	6
Local advisory councils	7
Performance	8-9
Subcommittee activities	10-13
2018 highlights	14
Membership demographics.....	15-17
Conflict of Interest Policy	18

Expect. **Employ. Empower.**

The State Rehabilitation Council strives to represent persons with disabilities in regards to the services they need to become productive and self-sufficient through gainful employment. A strong partnership with the Vocational Rehabilitation Service division of the Alabama Department of Rehabilitation Services allows the SRC to address the needs of persons with disabilities so they can achieve their goals of employment and independence.

This report outlines the SRC's accomplishments in FY2018 and its ongoing effort to have a continued positive impact on the lives of Alabamians with disabilities.



Karl Wade, chairperson
State Rehabilitation Council



The Alabama Department of Rehabilitation Services has a proud history of ensuring that people with disabilities have the opportunity to achieve their maximum potential. An important part of the department's success is its strong relationship with its partners. In FY 2018, the Vocational Rehabilitation Service division of ADRS partnered with the State Rehabilitation Council to provide education and employment-related services to 37,382 Alabamians with disabilities, with 3,479 of those finding employment.

As we enter a new year, I would like to recognize SRC members for their commitment to quality service and excellence. I challenge both the SRC and ADRS to recommit – both personally and professionally – to work even more diligently in 2019 to ensure that all Alabamians with disabilities have an opportunity to achieve their maximum potential.

Jane Elizabeth Burdeshaw, commissioner
Alabama Department of Rehabilitation Services



A unique partnership:

Vocational Rehabilitation Service and the State Rehabilitation Council

In January 1995, as mandated by the Alabama Legislature, Vocational Rehabilitation Service was moved from the State Department of Education to the newly created Alabama Department of Rehabilitation Services (ADRS). This milestone event created a unique partnership between the State Rehabilitation Council (SRC) and the newly named Alabama Board of Rehabilitation Services. Working in partnership with ADRS, SRC provides valuable input in administrative codes and rules necessary to regulate Alabama's vocational rehabilitation services.

Working together, the Alabama Board of Rehabilitation Services and the State Rehabilitation Council strengthen the quality, efficiency, and effectiveness of vocational rehabilitation services for all Alabamians with disabilities.

The mission of the council is ...

... to provide support and assistance to the Alabama Department of Rehabilitation Services through program planning, policy development, and delivery of services, thus preparing Alabama's citizens with disabilities for competitive employment.

STATE REHABILITATION COUNCIL
Membership Composition

Mandated Representation	Current Number of Representatives	Number of People with Disabilities	Number of Parents
Commissioner	1	0	0
State Independent Living Council (SILC)	2	2	0
Individuals with Disabilities Education Act (State Department of Education)	1	0	0
Client Assistance Program	1	1	1
Vocational Rehabilitation Counselor	1	0	0
Community Rehabilitation Programs	1	0	0
Business, Industry and Labor	8	0	0
Physical Disabilities	8**	8	1
Cognitive / Learning Disabilities	2	2	1
Sensory Disabilities	5	5	0
Mental Illness	1	1	0
Intellectual Disability	1	1	0
Advocacy Organization	2	2	0
American Indian Program Representative	0	0	0
WIA Representative	1	0	0
Former or Current Recipient of VRS Services	12	12	0
Parent Training Center Representative	1	0	0
Total	48	32*	3

SRC membership consists of persons with disabilities, parents and guardians of persons with disabilities, advocates, service providers, and representatives of the business industry and labor community.

Members are appointed by the governor, and most have a personal interest in ensuring that Alabama's citizens with disabilities receive the services and supports they need to become productive and self-sufficient through gainful employment. Membership is geographically and culturally diverse to assure a broad view into decisions that impact vocational rehabilitation services.

* Actual membership is 31, with some individuals representing more than one category, but includes those who resigned or had their terms expire in 2018. Persons with disabilities comprise a majority (20) of members.

**Does not include sensory disabilities



SRC Functions

- to review and analyze the State Plan and advise ADRS regarding its related responsibilities within the plan
- in partnership with ADRS, to develop and review goals and priorities, evaluate the effectiveness of the vocational rehabilitation program, and submit reports of progress to the Rehabilitation Services Administration commissioner
- to advise ADRS regarding authorized activities under the Rehabilitation Act and to assist in preparation of the State Plan and its amendments and in carrying out other requirements of the Rehabilitation Act
- to review and analyze the effectiveness of consumer and other surveys
- to provide for coordination and establishment of working relationships among ADRS, the State Independent Living Council, and independent living centers
- to coordinate council activities with activities of other councils
- to perform other functions consistent with the purpose of the Rehabilitation Act
- to prepare and submit an annual report of council activities to the governor and the ADRS commissioner

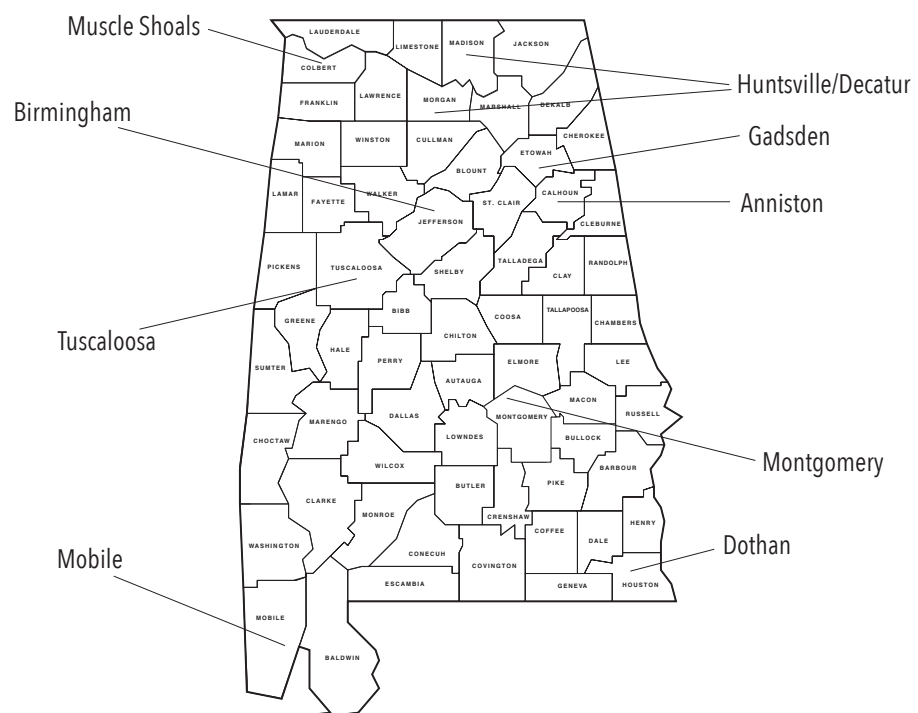
Local advisory councils meet regularly to ensure a voice for consumers at the grassroots level.

In FY 2018, topics of discussion included:

- Updates on the Americans with Disabilities Act (ADA) and the ADA Amendments Act, including ADA employment provisions (U.S. Equal Employment Opportunity Commission settlements), and U.S. Department of Justice settlements.
- Review of legislative proposals, such as those related to a lemon law for assistive devices; revisions to state accessible parking law (ID on placards or DLs or non-driver IDs, towing of violators, etc.), State ADA, etc.
- State laws that passed such as accessible parking (towing and ticketing on access aisles), and lemon law for assistive devices.
- Discussed proposed volunteer transportation providers legislation.
- Unmet needs of persons with disabilities to provide information to the Governor's Office on Disability.
- Proposed federal legislation like the ADA Integration Act, the ADA Education Reform Act (HR 620), Empower Act, Disability Integration Act, and ABLE Act Information.
- Input for the VR program
- 2017 Comprehensive Statewide Needs Assessment (CSNA)

These advisory groups continue to increase opportunities to obtain consumer input at the local level and as recruiting grounds for SRC

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SRC performance

The SRC held quarterly meetings on March 13, May 8, Aug. 14, and Oct. 23, 2018. During these meetings, the SRC performed the following functions:

Reviewed and provided input on the consumer satisfaction surveys for blind individuals and their results	<ul style="list-style-type: none">• Made no recommendations for changes to these surveys• Received information on the Blind Services Satisfaction Survey results
Reviewed and provided input on the consumer satisfaction surveys for the general VR program	<ul style="list-style-type: none">• Made no recommendations for changes to these surveys• Received information on the general VR consumer satisfaction survey results
Reviewed impartial hearing officer (IHO) List	<ul style="list-style-type: none">• Received information on hearings conducted during 2018• Received update on IHO List• Approved addition of Montgomery lawyer to list to replace outgoing person who rotated off
Reviewed and updated SRC Resource Plan	<ul style="list-style-type: none">• Changed mileage reimbursement from 53.5 to 54.5 cents per mile
Reviewed and provided input on Comprehensive System of Personnel Development (CSPD)	<ul style="list-style-type: none">• Recommended no significant changes when provided information on the agency's CSPD and offered the opportunity to provide input• Notified of current training programs for VR staff and made no significant comments when given the opportunity to provide input• Recommended no significant changes to training programs for VR counselors
Reviewed and provided input on State Plan	<ul style="list-style-type: none">• Received no comments on the State Plan or attachments• Recommended no changes and recommended approval of VR portion of Combined State Plan with two-year update revisions• Approved SRC State Plan Ad Hoc Committee recommendations on goals and priorities

Training and/or information on the following subjects:

- Final CSNA report
- Transportation resources
- WIOA Indicator 6
- Pre-employment transition services (Pre-ETS) and spending update
- Alabama Parent Education Training Center (APEC)
- RSA prior approval
- Workforce Innovation and Opportunity Act (WIOA)
- Impartial hearing officer list and hearings
- Comprehensive System of Personnel Development (CSPD)
- Blind consumer satisfaction survey results
- General VR program consumer satisfaction survey results
- ADRS/VR budget
- VR production (number of VR clients successfully employed)
- VR client average wages (hourly and annually)
- RSA Monitoring Review
- State and federal legislation that may impact VR and its clients
- College Quest Program
- Overview of VR process
- VR caseload sizes
- SSA reimbursements
- VR personnel updates
- Jobs for Alabama's graduates (TAG) program
- CRP services
- CRS Parent advisory groups
- Governor's Disability Employment Job Fair
- Lakeshore Foundation overview

Coordinated council activities with activities of other councils

- Provided annual reports and resource plans to other SRCs upon request
- Attended Alabama Council for Developmental Disabilities meetings to share information
- The SRC liaison continued to participate in the National Coalition of State Rehabilitation Council (NCSRC) conference calls and annual training conferences in April and October 2018

Established working relationships among the Alabama Department of Rehabilitation Services (ADRS), the State Independent Living Council (SILC), and independent living centers (ILCs)

- The SRC has made its meetings open to members of the public, including those of the ILCs or SILC
- Some SRC members attended SILC meetings and reported back to the SRC any significant information
- At least one member of the SRC is a director of an independent living center
- One member of the SRC is the chair of the SILC and shares information from SILC meetings with SRC members

SRC subcommittee activities

Executive Subcommittee

Chair: Karl Wade

Vice chair: Jeff Cofield

Members: Jane Elizabeth Burdeshaw

Staff Liaison: Graham Sisson

Vision statement: To conduct planning for and administration of SRC meetings

Responsibilities

- Schedule and make arrangements for quarterly meetings
- Plan the SRC agenda
- Report accomplishments
- Nominate officers
- Facilitate appointment of subcommittee chairs and SRC members
- Update SRC Resource Plan
- Assist in preparation of SRC budget
- Plan SRC orientation

Activities

- Scheduled and made arrangements for quarterly meetings, planned the agendas, and reported SRC accomplishments
- Appointed an ad hoc committee to work on the State Plan
- Amended the SRC Resource Plan to increase the mileage rate to 54.5 cents per mile
- Appointed new subcommittee chair for Legislative subcommittee
- Appointed new subcommittee members

Business Relations and Employment Subcommittee

Chair: Jeff Cofield

Members: Scott Besong, Susan Crow, Guy Dewees, Kenneth Fine, Carl Flemons, Michelle Galipeau, Celena Grant, Heath Hendrix, Mickey Hutto, Kathy Lovell*, Faye Mansel*, Doug Parks*, and Andrew Richards

Staff Liaison: Leslie Dawson

Vision statement: To enhance employment opportunities for people with disabilities and employer satisfaction with VR services

This subcommittee continued to maintain the following priorities:

1. OFCCP Section 503, 7 percent people with disabilities hiring quota for federal contractors
2. Business and labor market trends that parallel or do not parallel consumer goals
3. E-Verify for employers and agency
4. Federal employment issues under Schedule A
5. Department incentives to promote hiring and retention of people with disabilities

This subcommittee made the following recommendations:

1. The agency should continue to stay engaged in developing Indicator 6 measurements like the RAVE (Retaining a Valued Employee) program and reasonable accommodations
2. The agency should support legislation that gives employers state incentives to hire individuals with disabilities

Activities

- The subcommittee discussed the WIOA regulations for businesses and employers, WIOA Indicator 6 for VR employer services, ABLE network (now "Disabled In"), Update on WIOA workforce programs, OFCCP new Section 503 regulations

Legislative/Public Information Subcommittee

Chair: Jack Franklin*

Members: Issac Beavers*, Dennis Duncan, Linda Lamberth, Michelle Martin**, and Michael Talley

Staff Liaison: Vacant

Vision statement: To inform SRC members of existing and new legislation which affects the VRS program and people with disabilities and to advocate for legislation, policies, and practices that will enhance employment opportunities for people with disabilities

Responsibilities

Same as vision statement above

Activities

- Monitored state and federal legislation that affects individuals with disabilities and provided information on pending legislation
- Agreed to continue focus on state funding as a legislative priority

Consumer Services/Program Evaluation Subcommittee

Chair: Dr. Marie Kraska

Members: Isaac Beavers*, Scott Besong, Jon Brock, Tim Emmons*, Susan Goldthwaite, John Harris*, Rachel Hughes, Kim Mensi, Patrick Robinson*, Tom Schwarz, and Jeana Winter

Staff Liaison: Michael Quinn

Vision statement: To enhance consumer satisfaction with services, service providers, and employment and to assist VRS in developing and implementing strategies to ensure consumer satisfaction

Responsibilities

- Facilitate council review of the agency's consumer satisfaction survey and results
- Collaborate with the agency in conducting the Comprehensive Statewide Needs Assessment every three years

Activities

- Reviewed Blind Consumer Satisfaction Survey and its results
- Made no recommendations or changes to existing blind survey
- Continued to work with Auburn University to report FY 2016 survey of the general VR program
- Provided input on the FY 2016 survey format and recommended that the survey be adopted and used for the general VR program, with no major changes generally following the format used in the blind satisfaction survey to allow for comparisons
- Received additional information on proposal for peer support specialists for mental health consumers
- Announced and discussed current events for consumers
- Provided updates on member programs

SRC subcommittee activities

Membership/Nomination Subcommittee

Chair: Tom Schwarz*

Members: Logan Davis and Jack Franklin

Staff Liaison: Graham Sisson

Vision statement: To maintain SRC membership so that it meets federal law and enables the SRC to perform its duties

Responsibilities

- Maintain current membership list
- Recruit new members to fill vacancies
- Secure re-appointments of existing members where eligible
- Assist in orientation of new members
- Assist in identifying training needs of SRC members

Activities

- Through the SRC liaison, updated the SRC list on the Alabama secretary of state's website
- Facilitated reappointment of eligible members
- Nominated members to fill vacancies and facilitated their appointments
- Gave update on SRC membership at most SRC meetings

Bylaws Revision Subcommittee

Chair: Logan Davis*

Members: Jack Franklin*

Staff Liaison: Graham Sisson

Vision statement: To maintain SRC bylaws so that they are consistent with federal law and allow for smooth operation of the SRC

Responsibilities

- Monitor effectiveness of bylaws
- Recommend any necessary changes on an annual basis

Activities

- Continued to monitor the effectiveness of the bylaws and recommend any necessary changes
- Made amendments to the bylaws to update them as to WIOA changes

Deaf Advisory Subcommittee

SRC Liaison: Patrick Robinson*

Staff Liaison: Bedarius Bell

Vision statement: To inform the SRC and the VR agency of issues or input for the VR program for people who are deaf

Responsibilities

- Report on issues of individuals who are deaf and assist in the development of a strategic plan for people who are deaf

Activities

- Continued to inform SRC members of issues in the Deaf community, including interpreter licensing issues and shortage, and legislation that aids individuals who are deaf or hard of hearing
- Continued to recommend that ADRS make strong efforts to encourage interpreting as a vocation due to the shortage of interpreters

Blind Advisory Subcommittee

SRC Liaison: Issac Beavers*, Michael Talley***

Staff Liaison: Dana Barber

Vision statement: To inform the SRC and the VR agency of issues or input for the VR program for people who are blind or low vision

Responsibilities

- Report on issues of individuals who are blind and low vision and assist in the development of a strategic plan for people who are blind or low vision

Activities

- Informed SRC members of the results of the Blind Surveys
- Shared minutes and information of the Blind Advisory meeting
- Shared information on the Blind Services Strategic Plan

* Rotated off August 31, 2018 ** New chair *** New SRC liaison



2018 highlights



1,129

businesses receiving no-cost services

(including recruitment assistance and disability management, training, and employee retention services, with a special emphasis on federal contractor businesses)

21

*community VRS offices
strategically located
throughout the state*



1,485

*Consumers receiving one-
on-one services from ADRS
business relations consultants*

(to ensure their "job readiness" and to facilitate their employment in the public and private sector)

3,479

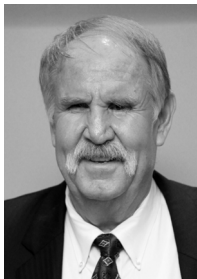
consumers placed in employment



24,784

VR consumers served

SRC membership



Karl Wade
Chair, consumer
Prattville



Jane Elizabeth Burdeshaw
Commissioner
Alabama Department of Rehabilitation Services
Montgomery



Consumer
Timothy Alexander
Birmingham
Removed in 2018



Consumer
Issac Beavers
Huntsville
Rotated off Aug. 31, 2018



Parent
Scott Besong
Auburn



Consumer
Jon Brock
Birmingham



Employer
Jeff Cofield
Alabama Power
Birmingham



Employer/CRP Representative
Susan Crow
Workshops Inc.
Birmingham



Consumer
Logan Davis
Heflin



Employer
Guy Dewees
Jefferson County Personnel Board
Birmingham



Consumer/SILC Representative
Dennis Duncan
Russellville



Consumer
Tim Emmons
Montgomery
Rotated off Aug. 31, 2018



Labor
Kenneth Fine
International Brotherhood of Electrical Workers
Birmingham



Employer
Celena Grant
Buffalo Rock
Courtland



Employer
Michelle Galipeau
Children's Hospital
Hoover

SRC membership



Consumer/SILC Representative
Jack Franklin
Vina
Rotated off Aug. 31, 2018



Consumer
Carl Flemons
Somerville



Special Education
Susan Goldthwaite
State Department of Education
Montgomery



Consumer
John Harris
Dothan
Rotated off Aug. 31, 2018



Employer
Heath Hendrix
Onin
Tuscaloosa



SACAP Representative
Rachel Hughes
State of Alabama
Client Assistance Program
Montgomery



WIA Board Representative
Mickey Hutto
Montgomery



Program Evaluation Representative
Dr. Maria Kraska
Auburn



Consumer
Karin Korb
Birmingham



Consumer
Linda Lambreth
Anniston



Employer
Kathy Lovell
Regions Bank
Birmingham
Rotated off Aug. 31, 2018



VRS Counselor
Faye Mansel
Vocational Rehabilitation Service
Montgomery
Rotated off Aug. 31, 2018



Family member
Dr. Michele Martin
Auburn



Consumer
Kim Mensi
Montgomery



Employer
Doug Parks
HD Supply
Calera
Rotated off
Aug. 31, 2018



VRS Counselor
Andrew Richards
Montgomery



Consumer
Patrick Robinson
Talladega
Rotated off
Aug. 31, 2018



Consumer/Veteran
Tom Schwarz
Semmes



Employer
Glenda Statum
Netek Inc.
Brownsboro

SRC membership demographics



Consumer
Michael Talley
Bessemer



Consumer
Karen Willis
Millbrook



Parent Training Center Representative
Jeana Winter
Alabama Parent Education Center
Wetumpka



SRC Conflict of Interest Policy

Statement of Policy

No member of the council shall cast a vote on any matter that would provide direct financial benefit to the member or the member's organization or otherwise give the appearance of a conflict of interest under state law. 34 CFR Part 361.17 (g). When conflicts of interest are identified, the council member to whom the conflict applies must abstain from voting on the issue causing the conflict.

Required Disclosure

Each council member shall disclose orally or in writing all conflicts of interest, including those which are unclear or potential. Such disclosure shall be made to the chairperson of the council.

Effective Date

This Conflict of Interest Policy shall become effective immediately upon approval by a majority of the council. Upon such approval, this policy is incorporated by reference into the council bylaws.

Approved: November 29, 2000

SPECIAL RECOGNITION AND THANKS FOR A JOB WELL DONE TO FORMER MEMBERS:

*Issac Beavers, Tim Emmons, Jack Franklin,
Kathy Lovell, Faye Mansel, Doug Parks,
and Patrick Robinson*



Prepared by:



Alabama Department of
REHABILITATION SERVICES

OFFICE OF COMMUNICATIONS AND INFORMATION

Jane Elizabeth Burdeshaw
Commissioner

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